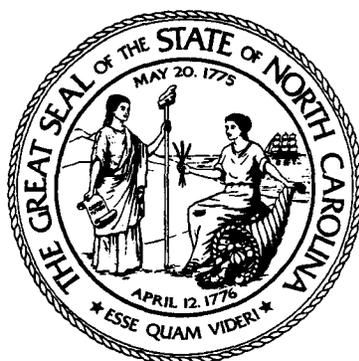


JOINT LEGISLATIVE STUDY COMMISSION

ON

JOB TRAINING PROGRAMS



**REPORT TO THE
1995 GENERAL ASSEMBLY
OF NORTH CAROLINA
1996 REGULAR SESSION**

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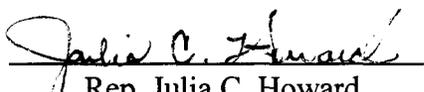
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May 1, 1996

TO THE MEMBERS OF THE 1995 GENERAL ASSEMBLY (REGULAR SESSION 1996), THE JOINT LEGISLATIVE COMMISSION ON GOVERNMENTAL OPERATIONS, AND THE JOINT LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE:

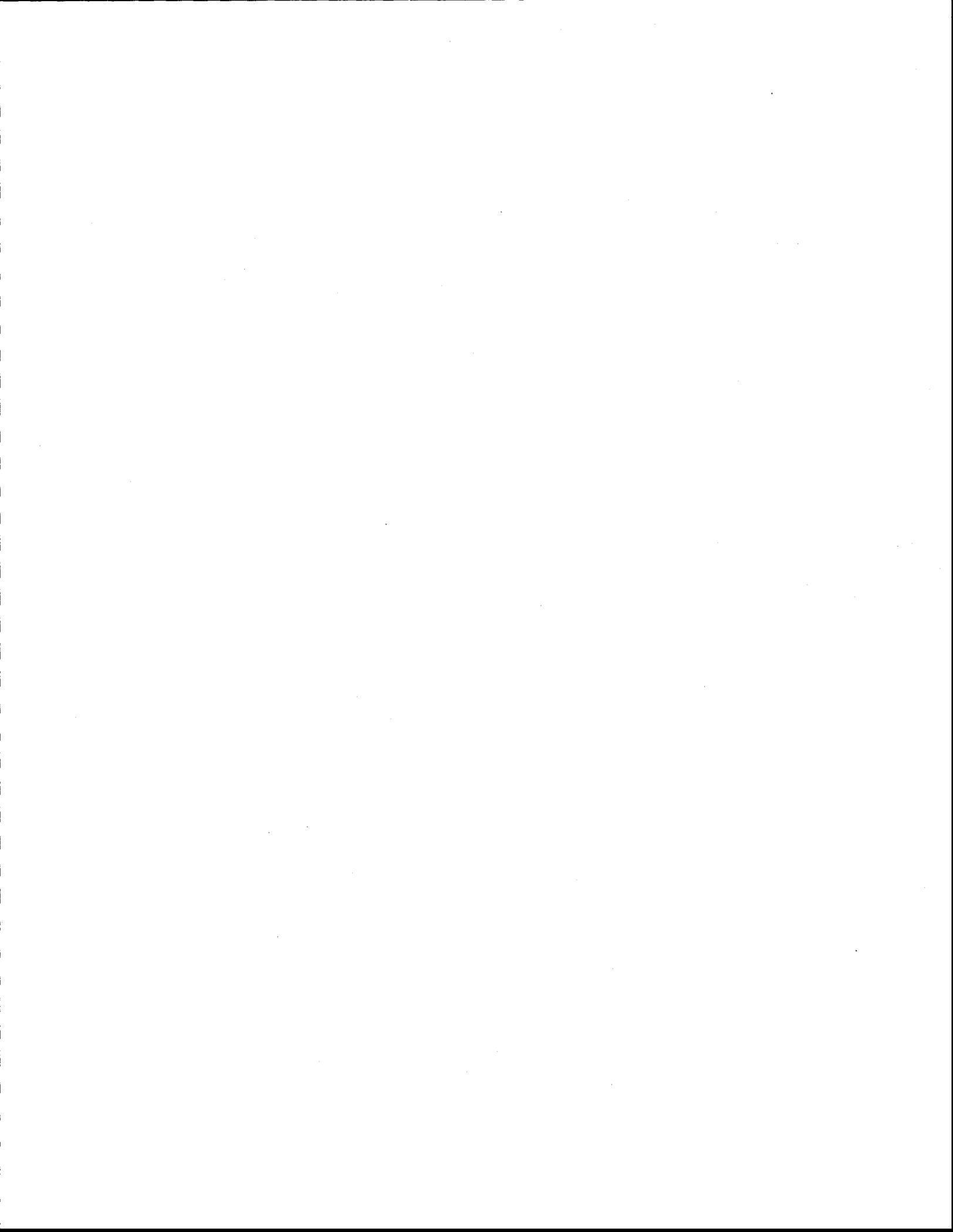
The Joint Legislative Study Commission on Job Training Programs herewith submits to you for your consideration its interim report on State and federally funded job training programs in North Carolina. The report was prepared pursuant to Section 8.5 of Chapter 507 of the 1995 Session Laws.

Respectfully submitted,


Rep. Julia C. Howard
Cochair


Sen. Anthony E. Rand
Cochair

Joint Legislative Study Commission on Job Training Programs



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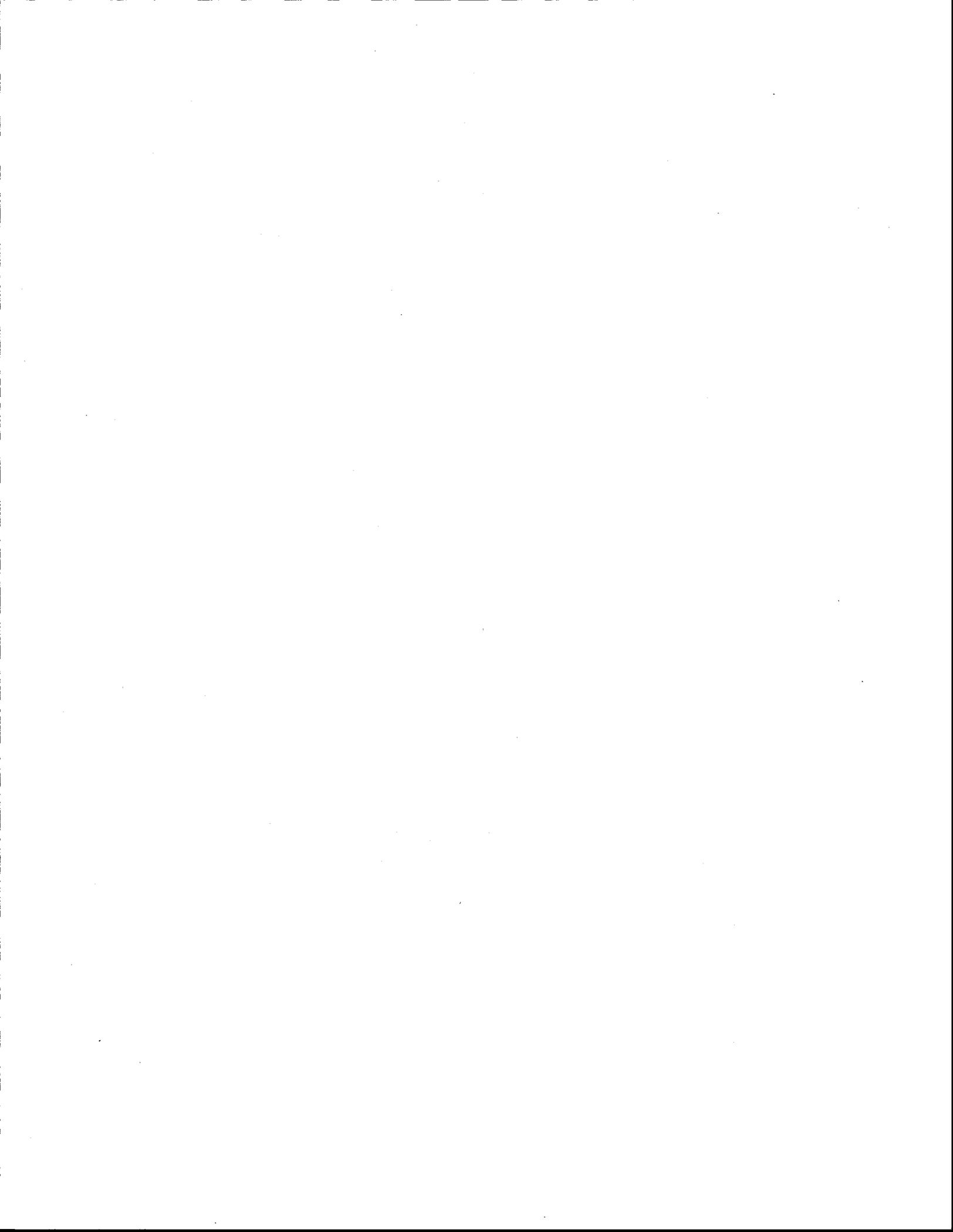
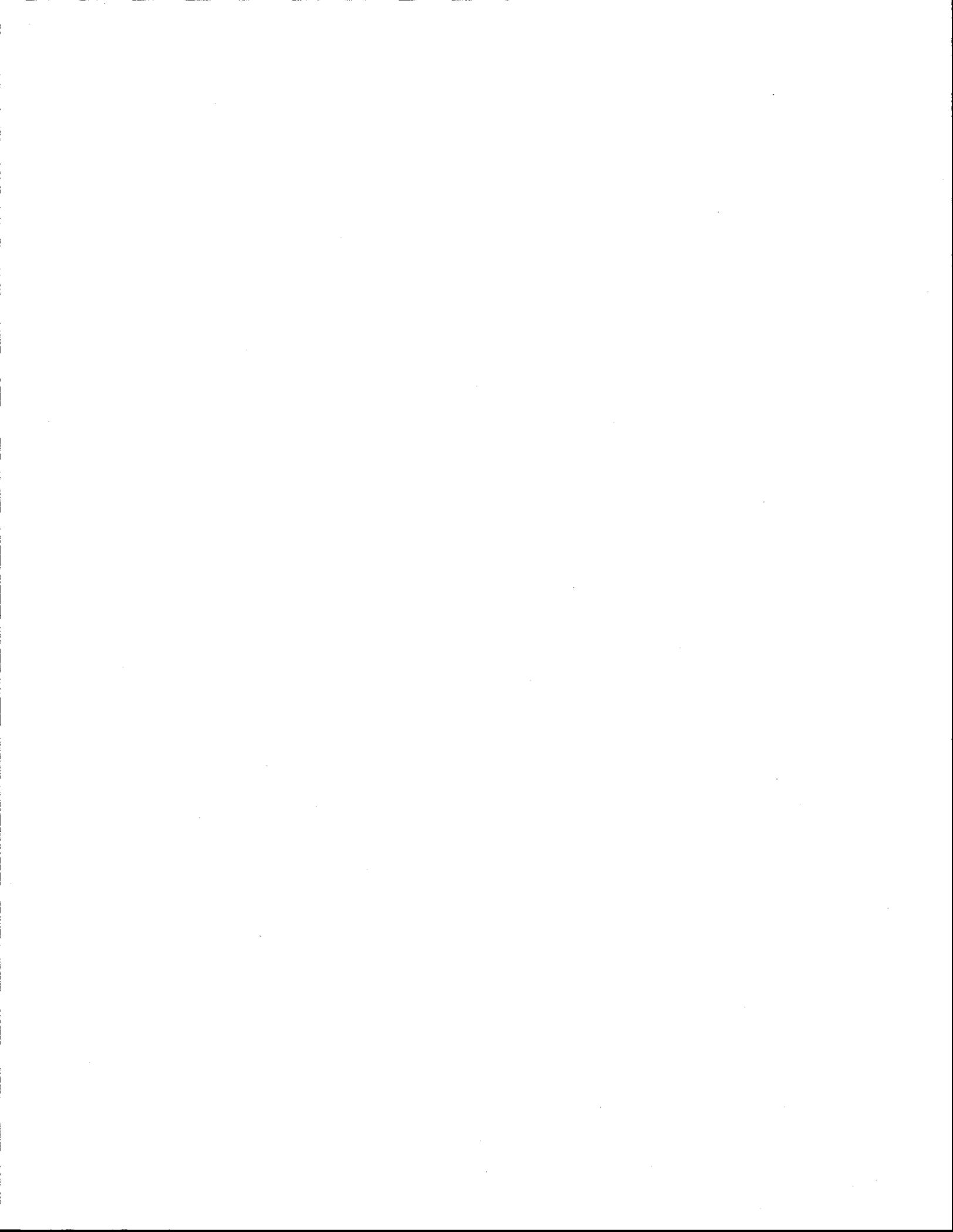


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INTRODUCTION

The Joint Legislative Study Commission on Job Training Programs was established by the 1995 General Assembly in Section 8.5 of House Bill 230. The purpose of the Commission is to review State and federally funded job training programs currently in existence to determine the feasibility of eliminating or consolidating those which are duplicative, inefficient or ineffective in carrying out their purpose and activities.

House Bill 230 provided that the Commission shall consist of six members from the House of Representatives appointed by the Speaker of the House and six members from the Senate appointed by the President Pro Tempore of the Senate. Members were appointed in accordance therewith, and Representative Julia C. Howard and Senator Anthony E. Rand were appointed cochairs of the Commission.

The stated powers and duties of the Commission include: (1) monitoring the status of federal legislation pertaining to job training programs and how such legislation may impact upon the structure and funding of future job training programs, and (2) reviewing each job training program administered by the State to determine the purpose and outcomes in terms of training received and placement.

The Commission is required to make an interim progress report to the 1995 General Assembly, the Joint Legislative Commission on Governmental Operations, and the Joint Legislative Education Oversight Committee not later than May 1, 1996. A final report and recommendations shall be presented to the 1997 General Assembly and the Governmental Operations Commission and Education Oversight Committee. The final report shall identify each job training program operating in the State as January 1, 1995, and shall recommend whether each program should be expanded, continued without change, abolished, consolidated with another program or otherwise modified.

COMMISSION PROCEEDINGS

The Joint Legislative Study Commission on Job Training Programs met four times. A synopsis of the Commission's meetings follows below. Copies of the minutes in their entirety, including attachments, are on file with the Commission Clerk.

January 23, 1996

The Commission held its organizational meeting in Room 1425 of the Legislative Building. Following opening remarks from the co-chairs, Senator Tony Rand and Representative Julia Howard, the Commission reviewed the authorizing legislation and approved the budget. The cochairs stressed the importance of the Commission's charge in light of proposed federal legislation that will restructure the job training and education system.

The Role of Community Colleges in Job Training was addressed by Dr. Lloyd V. Hackley, President of the North Carolina Community College System. Dr. Hackley noted that the 1995 General Assembly had designated the community college system as the "primary lead agency for delivering job training, literacy and adult education in the State." The vision is to "develop in North Carolina the best workforce education and training system in the world" working in conjunction with other educational institutions and State agencies involved in providing job training.

Dr. Hackley set forth four critical areas that must be addressed to meet the education, training and retraining role:

- strengthening of curriculum programs to provide technical training critical to the workforce;
- retooling colleges for today's technologies with state-of-the-art equipment;
- expanding capacity to provide customized education; and
- upgrading facilities to meet new local community demands for services from the community colleges.

Dr. Hackley concluded his comments by assuring the Commission that the Community College System stands ready to work with all components of the workforce training and development programs and lead the State's establishment of the finest workforce education and training program in the world. Dr. Hackley's remarks are attached to the minutes.

An Overview of Current Job Training Programs in North Carolina was given by Ms. Sandra Babb, Director of the Governor's Commission on Workforce Preparedness. Ms. Babb indicated that her Commission is responsible for preparing an annual inventory of the State's workforce development programs.

Ms. Babb reviewed the 1993-94 workforce development program inventory which provides descriptive information about programs in the respective State departments and agencies. Ms. Babb indicated that information for the 1994-95 inventory was presently being compiled, and that an updated version would be forthcoming. A copy of the 1993-94 inventory is attached to the minutes.

A Review of the Proposed Federal Job Training Legislation was given by Ms. Kory Goldsmith, Commission Counsel. Ms. Goldsmith stated that according to the U.S. General Accounting Office there are over 163 federal career-related education, job training or employment assistance programs which expend approximately \$20 billion dollars channeled through 15 agencies.

Ms. Goldsmith reviewed the Careers Act which passed the House of Representatives in September of 1995. That legislation proposes to consolidate over 100 programs into three block grants - adult training, youth training and literacy. Ms. Goldsmith reviewed the Workforce Development Act, which passed the Senate in October of 1995. That legislation proposes to consolidate over 80 programs into a single block grant. The Commission was advised that these bills have been sent to a conference committee. Ms. Goldsmith's notes are attached to the minutes.

February 15, 1996

The Commission met in Room 1425 of the Legislative Building. Representatives from State departments and agencies involved in job training were invited to provide information on their respective programs.

Presentations from the following departments/agencies were made. Copies of handouts from each department/agency are attached to the minutes.

- Department of Administration - (Indian/Native American JTPA Programs)
- Department of Community Colleges - (Human Resources Development; JTPA; Carl Perkins Grant Programs (5); Basic Skills; Vocational and Technical; College Transfer; General Education; Occupational Extension; New and Expanding Industries; Focused Industrial Training; Small Business Training)
- Department of Commerce - (Adult, Youth, Dislocated Workers, and Summer Youth JTPA Programs)
- Department of Corrections - (Basic Skills; Employment Readiness; Occupational Extension; Certificate, Diploma and Associate Degree Programs)
- Department of Human Resources - (Basic Vocational Rehabilitation (Rehabilitation); Senior Community Services Employment (Aging); Counseling and Placement (Blind); Vocational Technical Education, JTPA, Transition Program, Vocational Rehabilitation (Youth Services); Supported

Education, Adult Developmental Activity, Sheltered Workshop, Transitional Employment, Supported Employment (Mental Health/Developmental Disabilities); Food Stamp Employment/Training, Jobs/Work First (Social Services)

- Department of Labor - (Apprenticeship; Training Initiatives; Workforce Training and Development Services)
- Department of Public Instruction - (Vocational and Technical Education; Carl Perkins Grant Programs (6); JTPA Program; Supplement Grant)
- Employment Security Commission - (Employment Services; Veterans Employment; JTPA)

March 14, 1996

The Commission met in Room 1228 of the Legislative Building. The following informational presentations were made.

An Update on the Federal Job Training Legislation was presented by Kory Goldsmith, Commission Counsel. Ms. Goldsmith indicated that legislation was still pending, but that staff to the conference committee had met to discuss differences in the House and Senate proposals.

A presentation on One-Stop Career Centers was made by representatives from the Governor's Commission on Workforce Preparedness Commission. Copies of their written presentations are attached to the minutes.

Kay Albright noted career centers are a way to streamline and coordinate the delivery of services since they emphasize agencies working together. The centers focus on the needs of both job seekers and employers and support local flexibility. North Carolina is one of 16 states to receive a grant to implement one-stop career centers.

Roger Shackelford discussed the administration of the grant funds. The State received a one-year 3.8 million dollar planning grant in August of 1995. An interagency implementation team developed a competitive grant process for the 25 Workforce Development Boards across the State. Seventeen applied for implementation grants and eight applied for planning grants. A total of eight implementation grants were awarded and 17 planning grants were awarded. Mr. Shackelford noted that each Workforce Board is in the process of implementing or developing their plans.

Perspectives from Local Workforce Development Boards were given by the following: Bill Ragland, President of the State Association of Workforce Development Boards; Johnsie Beck, Charlotte; Don Barrum, Mid-East; Jerome Shepard, Neuse River; Shannon Weatherly, Wake; and Ken Gore, Neuse River. These representatives spoke in support of utilizing local workforce development boards in job training initiatives.

Presentation on the Role of Non-Profits in Job Training were made by the following: John Shelton, Vice-President of Employment and Training, Goodwill Industries, Winston-Salem; Tyrone Everett, Director, Center for Employment Training, Research Triangle Park; and Robert Law, Executive Director, Experiment in Self-Reliance, Winston-Salem. Each presenter gave descriptive information pertaining to their respective programs. Copies of their written presentations are attached to the minutes.

April 22, 1996

The Commission met in Room 1027 of the Legislative Building. The following informational programs were made.

The Role of the Public Schools in Job Training began with an introduction by Ms. June Atkinson, Assistant Director, Instructional Services, DPI. Ms Atkinson gave an overview of the various vocational and technical education programs offered in the Public Schools. Ms. Millie Costner, Director, Work Force Preparedness, Lincoln County Schools gave a presentation about the Lincoln County School of Technology. Dr. Jerry Weast, Superintendent, Guilford County Schools gave a presentation about Work Force Development in Guilford County Schools. Dr. Doug James, Superintendent, Lenior County Schools and Mr. Bill Downey, Jr., President, LA Downey & Son, Inc., cochairs, gave an overview of the findings and recommendations of the Task Force on Vocational and Technical Education.

The Role of Private Industry in Job Training included presentations by various representatives of private industry. Mr. Paul Foglemen, Jr., spoke regarding job training at the Catawba Hoisery Technology Center. Mr. Peter Meeham spoke regarding job training at Manpower. Ms. Gloria Barker spoke regarding job training in the Restaurant Association's Welfare to Work Initiative.

The 1994/95 North Carolina Workforce Development Inventory was presented by Mr. Wayne Daves, Deputy Director, Governor's Commission on Workforce Preparedness. Mr. Daves reviewed the Draft Inventory and explained some changes in the format that were in response to requests by the Commission. He also explained that there had been some revisions in the figures provided by the Department of Community Colleges, and that final copies would be supplied to the members of the Commission

Agency Reports in Response to the Commission's Request for Information were provided to the members in 3 notebooks. The following agencies made brief presentations regarding the information in the reports:

- Department of Administration
- Department of Community Colleges
- Division of Employment & Training, Department of Commerce
- Department of Corrections

- Department of Human Resources
- Department of Labor
- Department of Public Instruction
- Employment Security Commission

Representative Howard indicated that given the amount of detailed information contained in the reports, the Commission may need to have the agencies appear again after the Commission members have had an opportunity to review the information.

CONCLUSION

The Commission continues to monitor the status of federal job training legislation. The Commission plans to resume its deliberations after the 1996 Regular Session of the 1995 General Assembly, and to report to the 1997 General Assembly.

STUDY JOB TRAINING PROGRAMS

Sec. 8.5. (a) There is created the Joint Legislative Study Commission on Job Training Programs. The purpose of the Commission is to review State and federally funded job training programs currently in existence to determine the feasibility of eliminating or consolidating those which are duplicative, inefficient, or ineffective in carrying out their purposes and activities.

(b) The Commission shall consist of six members of the House of Representatives appointed by the Speaker of the House of Representatives and six members of the Senate appointed by the President Pro Tempore of the Senate. Members shall serve for the duration of the 1995-97 Session. Upon delivering its final report to the 1997 General Assembly the Commission shall expire. Vacancies on the Commission shall be filled by the appointing authority. The President Pro Tempore of the Senate and the Speaker of the House of Representatives shall each appoint one member to serve as cochair of the Commission.

(c) The Commission shall have the following powers and duties:

(1) To review State and federal laws, rules, and regulations pertaining to job training programs to determine the purpose of each program, the population served, and each program's annual outcomes in terms of type of training received, work search efforts, and job placement;

(2) To ascertain as far as possible the intention of the United States Congress with respect to continued funding of federally mandated job training programs, and any changes in funding formulae;

(3) To review the amount of State and federal dollars appropriated for each job training program conducted in this State, and to review federal requirements for continuous federal funding of the programs;

(4) To review the number of different State agencies that administer State and federal job training programs, the number of persons employed to implement each job training program, and the amount of State dollars needed annually to implement the program;

(5) To determine whether federally funded job training programs in this State may lawfully be abolished or reduced in size by the General Assembly, and the impact of such reduction or elimination;

(6) To conduct public hearings to receive citizen, State agency, and local government comment and experience with the job training programs;

(7) To conduct other studies or activities to aid the Commission in carrying out its purpose and duties; and

(8) To ensure program evaluation and accountability for all workforce development programs and to create a comprehensive statewide focus on workforce development

(d) The Commission shall make an interim report on its progress to the 1995 General Assembly, the Joint Legislative Commission on Governmental Operations, and the Joint Legislative Education Oversight Committee not later than May 1, 1996, and

shall present its final report of findings and recommendations to the 1997 General Assembly, the Joint Legislative Commission on Governmental Operations, and the Joint Legislative Education Oversight Committee, upon its convening. The report shall identify each job training program operating in this State as of January 1, 1995, and shall recommend whether each program should be expanded, continued without change, abolished, consolidated with another program, or otherwise modified.

(e) Members of the Commission shall serve without pay but shall receive per diem and substance in accordance with Chapter 120 of the General Statutes. The facilities of the State Legislative Building and any other State office building used by the General Assembly shall be available to the Commission for its use.

(f) The Commission may use available clerical employees of the General Assembly, with the approval of the Legislative Services Commission. The Commission may, with the consent of the Legislative Services Commission, use employees of the Fiscal Research, Legislative Automated Systems, General Research, Legislative Drafting, and Public Information Divisions of the Legislative Services Commission.

(g) Notwithstanding G.S. 96-5(f), there is appropriated from the Worker Training Trust Fund to the General Assembly the sum of twenty-five thousand dollars (\$25,000) for the 1995-96 fiscal year and the sum of twenty-five thousand dollars (\$25,000) for the 1996-97 fiscal year to implement this section.